Navy Warfare Development Command

Junior Leader Innovation Symposium

Working Group Outbriefs

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Participants split into four physical working groups, and an online DCO group, to consider the following questions:

1) How can the Navy better capture and act on innovative ideas? Consider incentives, education, organizational climate, and culture.

2) How should unmanned systems be employed 5 years from now?

3) What are the key operational questions the Navy needs to answer in the next 5 to 10 years? What are the resources where the Navy needs to answer these questions?

Group 1
(LCDR Armstrong facilitating)

- Reduce/prioritize admin/reports
  - Overwhelming time sink
- Conduct training on how to get ideas heard
- Reassess "training" (leadership)
  - Exorcise zero defects mentality
- Personnel system
  - 100% retention is wrong goal
  - System is misused

Group 2 (SHC Zamora Facilitating) Incentives

- Cash bonuses

- Early retirement (15 years @ 40%)

- Quicker promotion tracks

- Advancement programs / educational programs
  – Scholarships / college credit

- Incentives for CO's / units

- Quicker response to ideas / command tracking

- Innovation workshops

- Better solicitation on the Navy's part

Group 2 (SHC Zamora Facilitating) Unmanned Systems

- Replace some carrier-based assets with unmanned systems

- Continue to develop tactical applications and training

- Use UAVs to extend range of unit sensors

- Use for high risk transits

- What fuels will power our Navy

- Who are our foes and what are their capabilities

- How do we streamline procurement

- How do we stay more current WRT doctrine and tactics

- How do we insert out techs and operators into design and development

Group 3 (PS1 Maher Facilitating) Incentivizing Innovation

- Cash incentives (BENE-SUG)

- Reverse reliance on contractors / invest inhouse

- Advancement system incentives

- Reduce red tape – tactical to TYCOM (fast track)

- Sister service knowledge sharing

- Discretionary funding

- Google-type hour

- Innovation champions
    - ONR, NWDC, training, chain of command

Group 3 (PS1 Maher Facilitating) Unmanned Systems

- Choke points – layered defense
- Energy / power sources
  - Kinetic / solar
  - Self-reliant (DC/energy)
- Unmanned submersibles
- Unmanned swarms
- Replace satellites
- Strike
- EW
- Search and rescue (arctic)

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Group 3 (PS1 Maher Facilitating) What is the Right Question

- Personnel
  - Best and brightest
  - CO input to Perform to Serve
- Deployment length
- Command climate
- Big Navy policy reevaluation
- Female job opportunities
- Integrate maintenance, ops, training, and logistics
- Eval system
- Navy pride

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- What are the key issues?
  - Streamline maintenance processes
  - Create an adaptable personnel administration system
  - Improve/streamline procurement process
  - Integrated communications/more bandwidth
  - More live training & exercises
  - Improve synthetic training

- What are the key issues?
  - Change career progression model
    - Incentivize continuity/longer tours in a job/community
    - One career, one platform
    - Turnover Wikis
    - Navy creates leaders, but not SMEs
  - More process improvement. Less duplication, redundancy
  - Fewer systems
  - Automate readiness input (replace DRRS-N)

Group 4 (LT Kohlmann Facilitating)

- What are the key issues?
  - Create an innovation office to transmit ideas to OPNAV
    - Can be full-time or collateral duty
  - Improve knowledge of current resources to help junior officers and enlisted innovate

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- Follow on more focused events (e.g., like SUBFOR TANG)

- Shift culture to welcome innovation
  - Senior Leader Innovation Symposium and similar efforts

- Integrate with manned systems as ISR, Comm platforms
- Draw lessons from other services

- Cyber security

- Data info management

- Power, energy, self sustaining fuels

- Innovation with existing platforms vice buying new technologies
  - Maintain forward presence with limited resources